

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: BOROUGH OF PARAMUS County: BERGEN
 2 Employee Organization: Paramus Supervisory Employee Association Number of Employees in Unit: 17
 3 Base Year Contract Term: Jan. 1, 2014 - Dec. 31, 2016 New Contract Term: Jan. 1, 2017 - Dec. 31, 2019

SECTION II: Type of Contract Settlement (please check only one)

- 4 ☒ Contract settled without neutral assistance
 5 ☐ Contract settled with assistance of mediator
 6 ☐ Contract settled with assistance of fact-finder
 7 ☐ Contract settled with assistance of super-conciliator
 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes ☐ No ☐

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 1,499,754
 10 Longevity Costs in Base Year \$ 55,641
 11 Total Salary Base \$ 1,555,395

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>		
13 Cost of Salary Increments (\$)	<u>29,995</u>	<u>31,451</u>	<u>32,080</u>		
14 Salary Increase Above Increments (\$)					
15 Longevity Increase (\$)	<u>2,000</u>	<u>2,200</u>	<u>2,400</u>		
16 Total \$ Increase (sum of lines 13-15)					
17 New Salary Base (\$)	<u>31,995</u>	<u>33,651</u>	<u>34,480</u>		
18 Percentage Increase over prior year	<u>2</u> %	<u>2</u> %	<u>2</u> %		

*If contract duration is longer than five years, please add an additional page.

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
		1/1/16	1/1/17	1/1/18	1/1/19		
	SHOE/BOOT	2,750	2,750	2,750	2,750		
	Perf. Evaluation	0	5,100	10,200	15,300		
20	Totals(\$):	2,750	7,850	12,950	18,050		

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

	Base Year	Year 1
21 Health Plan Cost	\$306,000	\$310,000
22 Prescription Plan Cost	\$0	\$0
23 Dental Plan Cost	\$15,130	\$16,500
24 Vision Plan Cost	\$0	\$0
25 Total Cost of Insurance	\$321,130	\$326,500
26 Employee Insurance Contributions	\$50,453	\$53,000
27 Employee Contributions as % of Total Insurance Cost	15.72 %	16.24 %

Employer: BOROUGH OF PARAMUS

Employee Organization: Paramus Supervisory Employee Association

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Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

The maximum payment per employee family per year is \$500 in 2017, \$750 in 2018 and \$1,000 in 2019.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name: Maria A. Reda

Position/Title: Deputy CFO

Signature: Maria A. Reda

Date: 2/14/17

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

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